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July 3, 2014

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VIA E-MAIL AND U.S. MAIL

Jennifer Schembri
Deputy Director Employee Relations
Office of the City Manager
City of San Jose
200 E Santa Clara St
San Jose, CA 95113
E-Mail: Jennifer.schembri@sanjoseca.gov

Re: Bilingual Pay Proposal
File No.: 040661

Dear Jennifer:

The POA Board met on Tuesday morning to discuss the City's proposal regarding bilingual pay. It declines to accept the proposal at this time.

Please advise whether the City has any alternative proposal in response to the positions articulated by the POA during our meetings.

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP

Gregg McLean Adam

GMA:jo

cc: Edgardo Garcia, Assistant Chief of Police
Robert Perrin, Executive Analyst
Jim Unland, President, San Jose POA
John Robb, Vice President, San Jose POA
Franco Vado, Chief Financial Officer, San Jose POA
James Gonzales, Board Member, San Jose POA
Paul Kelly, San Jose POA